

Leybourne Park Residents' Association Diversity and Inclusion Statement

This is the diversity and inclusion statement of Leybourne Park Residents' Association.

This statement was agreed at the Leybourne Park Residents' Association special general meeting held on 28th September, 2017.

Leybourne Park Residents' Association recognises that discrimination and disadvantage is experienced by some groups and individuals. We intend for our association to be all inclusive in order to represent all of our community and to redress discrimination based on age, disability/health status, gender/gender reassignment, marital/civil partnership status, pregnancy/maternity, responsibility for dependents, race/national origin, religion/belief, culture and sexual orientation.

In particular we will:

- Work to ensure that our association reflects the wider community in terms of tenure, gender, ethnicity and age
- Try to hold meetings at times, dates and in venues, which encourage the maximum attendance
- Ensure that the specified notice, as per our constitution, is given for all meetings
- Challenge discriminatory or abusive comments and behaviour at our meetings
- Encourage participation from all present at our meetings
- Explain jargon or abbreviations that may be used at meetings
- Provide feedback of the work of the association to all residents within the area we represent
- Consider the rest of the community when making decisions to ensure no one is unfairly disadvantaged
- Provide opportunities for all of our community that do not attend our meetings to talk to us about their views and opinions

This statement will be reviewed at every annual general meeting to ensure it is still fit for purpose. It may be added to at this time and agreed by the association.